

# APPENDIX 4:

## **APPENDICES SECTION: EXCERPTS FROM EMPLOYEE SURVEYS**

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The team conducted one-on-one interviews with all employees. Most criticized OCME personnel management practices and the performance of the CME.

Employees at each level in the organization voiced specific complaints about their individual treatment and, in some cases, noted that they had consulted with attorneys as well as District and federal EEO officials because of alleged improper or unfair personnel actions. The team also interviewed former employees who made unsolicited visits to OIG to voice their complaints and concerns. The OIG immediately referred current and former employees to the D.C. Office of Human Rights when they raised allegations of harassment and discrimination. The following is a summary of allegations made during interviews by present and former OCME employees:

- Three term employees claimed that they were terminated without just cause or due process.<sup>27</sup> They stated that they had reported for work as usual on a given day and were told that their terms were not being renewed. When they questioned their terminations, the CME allegedly stated that he did not have to give them a reason.
- Term employees claimed that the CME has not allowed them to return to work at OCME even after they have been granted re-instatement through an appeals process with the D.C. Office of Employee Appeals.
- Term employees say they do not report unsafe work practices for fear of retaliation or termination.
- Employees allege that the CME has stated during staff meetings that it is his goal to “clean house.”
- The CME allegedly has made derogatory comments about employees during executive staff meetings, referring to them as “crazy,” “stupid,” and “dumb.” It was also alleged that he has berated employees with foreign accents for their improper use of the English language.
- It was alleged that the CME has made inappropriate racial and religious comments during executive staff meetings.
- Employees claimed that the CME is notorious for ranting, raving, and cursing at employees during executive staff meetings and threatening them with termination. He allegedly has accused medical examiners of practicing “shoddy medicine” and not knowing their jobs. Many employees stated they have been brought to tears because of personal attacks during these meetings.
- When questioned as to the management style of the CME, a number of employees stated that it is dictatorial.
- Employees claimed that those who have raised questions with the CME about OCME policies, procedures, and practices have been told, “You know where the door is.”
- Some employees stated that they are currently in therapy because of the stress caused by OCME management.
- The CME allegedly has indicated that he has “informants” within OCME who

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<sup>27</sup> See Finding 36.

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will provide him with information about conversations carried on in the autopsy suite.

- It was alleged that the CME has accused medical examiners of not being competent because they will not work on their days off and on weekends without compensation. Medical examiners state that they already take work home to avoid falling further behind.
- Employees stated that the CME does not share commendation letters received from outside sources with employees. Employees stated that the CME has had many of these commendations for months, yet has failed to share them with employees or provide other recognition for outstanding job performance.

It should be noted that when questioned as to whether or not they liked their jobs, all employees stated that they like or love their jobs, and believe that they are providing a valuable service to the District. However, they do not feel appreciated by management, especially the CME. They stated that he constantly criticizes their work and efforts.